

Appendix H
Managerial Resources

BarTel Communications, Inc.
Application for Certificate of Authority

Richard W. Hird

856 E. 1150 Road
Baldwin, Kansas 66006

(785) 749-2304 Home
(314) 436-9800 Office

BarTel Communications, Inc.

1997 - Present

333 Leffingwell, Suite 101, St. Louis, Missouri 63122

President and Shareholder

Active ownership and management of a Competitive Local Exchange Company operating as a reseller of switched local exchange service in Kansas, Missouri, Oklahoma and Arkansas.

Picture & Frame Industries, Inc.

1997 - Present

35 Southwest Boulevard, Kansas City, Kansas 66103

President and Sole Shareholder

Active ownership and management of a company engaged in the wholesale distribution of picture framing materials and equipment and the manufacture of picture frames and framed art.

Smithyman & Zakoura, Chtd.

1987 - 1997

7400 W. 110th, Suite 750, Overland Park, Kansas 66210

Attorney

Private practice of law in an AV-rated firm, concentrating in regulated public utility law, corporate law, and commercial transactions. Extensive experience in regulatory practice and procedure. Firm partner 1991-1997.

Kansas Corporation Commission

1986 - 1987

1500 S.W. Arrowhead Road, Topeka, Kansas 66604

Assistant General Counsel

Staff attorney for the Kansas Corporation Commission under Brian Moline, General Counsel (presently Commission Chairman). Engaged primarily in utility regulation and litigation; assisted in the preparation of the Jurisdictional Statement filed with the U.S. Supreme Court in defense of the Commission's decision in the *Wolf Creek Nuclear Generating Station* case.

Williamson, McGee, Griggs & DeMoss, Chtd.

1982 - 1985

200 W. Douglas, Suite 600, Wichita, Kansas

Attorney

Private practice of law, primarily in the areas of oil and gas, business transactions, corporate law and litigation.

EDUCATION:

J.D. 1981, Washburn University School of Law, Topeka, Kansas

B.S. 1976, University of Kansas, Lawrence, Kansas

Graduate, 1986, National Association of Regulatory Utility Commissioners Regulatory Studies Program, Michigan State University, East Lansing, Michigan

LICENSES AND ASSOCIATIONS:

Admitted to practice before the U.S. Supreme Court (1996), U.S. District Court for the District of Kansas (1982) and Kansas Supreme Court (1982).

Member, American, Kansas and Douglas County Bar Associations

Barrister, Judge Hugh Means American Inn of Court, Lawrence, Kansas 1995 - 1997

Thomas R. Hird



88 Sandau Ave. ◆ Shrewsbury, Missouri 63119
Home Phone 314-962-4358

EDUCATION

MidAmerica Nazarene College, Olathe, KS
B.A., Management, June, 1990, GPA 3.9/4.0

University of Kansas, Lawrence, KS
Coursework in Personnel Administration, 1977-1981, GPA 2.0/4.0

PROFESSIONAL MEMBERSHIPS

NENA – National Emergency Number Association

WORK HISTORY

- | | | |
|----------------|---|------------------------------------|
| 4/98 – present | BarTel Communications, Inc. (CLEC)
<u>V.P. Operations</u> | St. Louis, Missouri |
| | <ul style="list-style-type: none">▪ Part owner of this regulated provider of residential telephone service (Competitive Local Exchange Carrier), and have played a very active role in the startup and development of the operations▪ Responsible for managing all aspects of operations, including customer service, order processing, Personnel Administration, and bookkeeping. | |
| 8/94 – 4/98 | Doherty Ornamental Iron, Inc.
<u>Safety Coordinator</u> | Paola, Kansas 50-70 employees |
| | <ul style="list-style-type: none">▪ Responsible for managing Accident Prevention and Safety Program for entire company.▪ Responsible for conducting safety training and inspections.▪ Responsible for compliance with OSHA, DOT, and all other safety standards.▪ Responsible for loss prevention management of workers' compensation and unemployment claims.▪ Personnel administration & employee orientations. | |
| 7/95 – 4/98 | Safety First! Seminars
<u>Owner/Operator</u> | Olathe, KS |
| | <ul style="list-style-type: none">▪ 10-Hour and 30-Hour DOL/OSHA Outreach Safety Training Seminars for General Industry and Construction.▪ Jobsite Safe-T-Train™ Meetings. | |
| 8/93 - 8/94 | Goodland Inns, Inc. dba Holiday Inn Holidome – Goodland
<u>General Manager</u> | Goodland, KS |
| | <ul style="list-style-type: none">▪ Directly supervise 50-employee staff in this 79-room, full service hotel operation.▪ Function as General Manager, Director of Sales, Food & Beverage Mgr., and Guest Service Mgr.▪ Responsible for all hotel management reports, food & beverage reports, housekeeping reports, entire payroll, purchasing, accts. payable, and personnel administration duties. | |

SKILLS

- Recruited, interviewed, selected, and trained entire staffs of several startup operations.
- Have created and implemented numerous operations, training, and specifications manuals.
- Public speaking - have created and conducted numerous extensive training programs.

References available upon request.

J. Bart Lovett

(314) 367-9800 (Work)

On Point Consulting

President / Owner

1997 - Present

Company specializes in management consulting, comprehensive project management, industry analysis and regulatory support for the telecommunications industry.

Exclusive contract with BarTel Communications, Inc. for full service consulting on Marketing and Regulatory issues.

SBC Communications, Inc.

Marketing Director- Product Management

1997 - 1997

End to end marketing responsibility for product management for consumer segment of regional long distance. Managed product team, developed product plan, planned and implemented promotions, coordinated advertising campaigns, created product bundles.

Project Manager - Finance

1990 - 1997

Project Manager responsible for product delivery. Developed product descriptions, feasibility studies, timelines, project plans, budgets, implementation plans, performed financial analysis, organized and staffed development teams. Particularly adept at delivering large, difficult projects on time and on budget. Extensive regulatory experience. Sponsored in the Executive MBA program at Washington University by SBC.

Systems Manager - Information Systems

1986 - 1990

Managed programming groups, supervising all facets of business analysis, system design, code development and testing. Supervised management and technical employees. Served as team leader and project leader in inter-systems development. Worked with senior management to develop information business strategy.

Systems Analyst - Information Systems

1983 - 1986

Programmer/Analyst for Marketing Information Systems. Performed analysis of business situations, designed systems and programs, coded, tested and supported software to aid marketing intelligence and sales support. Provided direct customer support for software products. Performed on site consulting to the vendor for software and hardware operations.

Installation Force Manager

1982 - 1983

Responsible for Installation service operations. Supervised work force operations. Responsible for overall customer service. Ongoing customer contact for all business segments.

Repair Service Manager

1980 - 1982

Operations manager responsible for repair service and associated operations. Supervised customer service bureau, testing and dispatch operations. Regular customer contact and complaint resolution. Performed problem solving, work prioritization and large work force scheduling.

Service Foreman

1976 - 1980

Supervised installation, repair and central office maintenance crews. Performed personnel administration, prioritization of work, conflict resolution including interaction with union on grievances and scheduling. Regular customer contact. Responsible for warehouse inventory and fleet maintenance.

EDUCATION:

B.A., University of Kansas - 1976

MBA, Washington University - 1993

Interests

Family activities, Boy Scouts of America, Outdoor Activities